

AGORA
LEARNING
PARTNERSHIP

Agora Learning Partnership

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21 October 2022

Dear colleagues,

Even though the start of the academic year seems a long time ago, I just wanted to thank you all for making me and the Central Team feel so welcome when we visited schools during the training days in September. It is always such a pleasure to spend time with you all.

I know this half term has been extremely busy for you and that you have worked tirelessly, in all your different roles, to provide the children with the very best educational provision. Following on from the positive Ofsted reports and pupil outcomes from last year, none of the Agora schools have rested on their laurels; instead, the successes from last year have been built upon to further strengthen the offer for the children. The implementation of some new curriculum schemes, exciting activities and many enrichment opportunities have all helped the children to settle into the new academic year. None of which would have been possible without your hard work and determination – I cannot thank you enough for all you do.

I am also delighted that this half term, we have built on the ‘Together Strategy’ successes from 2021-2022. Many more of you have been getting involved with the opportunities on offer; many more of you have also come forward to assist with the Strategy’s implementation. I have been overwhelmed with the positivity of so many of you about the direction of the Partnership and what we are trying to achieve...together.

Thank you for helping to make the Trust a success as, ultimately, this will assist in helping children receive the very best educational provision ongoing.

Finally, as this half term comes to an end, I wish you all a well-earned rest and a relaxing half-term break.

As always, I look forward to seeing you next half term.

Kind regards

Rebecca Daulman
Chief Executive Officer

**Agora Learning
Partnership Values
2022-2023**

**Ambition
Generosity
Optimism
Respect
Adventurous and brave**

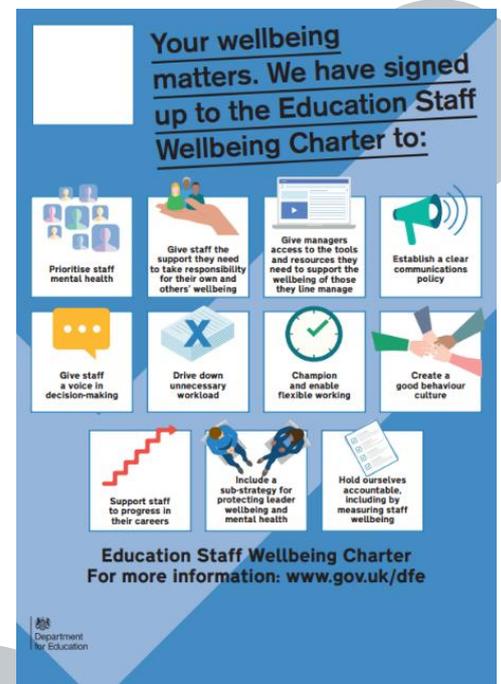
Staff Well-Being

Workload and Well-Being Working Group

On Monday 10th October 2022, a staff representative from each of the Partnership schools met with Rebecca Daulman (CEO) and Carol Murphy (COO). As well as schools, all staff groups were also represented. This was the first meeting of the Workload and Well-Being Working Group. There was a 'buzz' of excitement and so much positivity in the virtual room as the members of the group discussed the Department for Education's Education Staff Wellbeing Charter. All parties were eager to play a part in reviewing the Partnership's position in relation to the different aspects of the Charter and to work with staff teams back in school to determine improvement strategies. The group will meet again next half term and staff views will be sought in due course too. A huge thank you to the Working Group members for committing to help with this very important manner.

Diversity, Equity and Inclusion

Part of staff well-being is having a real sense of belonging and, as such, over this academic year there will be a focus on staff diversity, equity and inclusion. Rebecca Daulman (CEO), Chelsea Atkins (Wilbury Junior School) and Kathryn Williams (Warren Dell Primary School) will be leading on Partnership-wide developments in this very important aspect of the Trust's work. Currently, all three colleagues are attending several training sessions delivered by the amazing Hannah Wilson, an expert in the field; this precedes 'next steps' planning for the Partnership. More details coming soon!



PARTNERSHIP NEWS

Peer Review Days

Thank you to all the staff and children who participated in the recent Peer Review days with the amazing Bernard Senier. The days were a huge success and celebrated each schools' strengths, whilst helping school leaders to identify next steps.

Safeguarding

All staff should have received a copy of the Partnership's Child Protection Policy, recently updated to reflect the changes in Keeping Children Safe in Education (2022). All staff are encouraged to keep revisiting the policy in order that its content remains fresh and all aspects applied consistently.

Central Team Update

We are delighted to announce that Sally Knight will be joining the Central Team as Human Resources (HR) Manager in November. Some of you will know Sally as she has previously carried out Single Central Record audits in the Trust schools and delivered training for staff, Partnership-wide. Sally is highly experienced and has significant skills, knowledge and expertise in HR. We are really looking forward to welcoming Sally to the team!

Thank you to all the Governors who attended the 'unconscious bias' training on 14th September and the different sessions about Governor roles and responsibilities, when Governors benefitted from the wisdom of Jayshree Shah (Chief Finance Officer), Jenny Morley (Oxhey Wood Primary School and Warren Delly Primary School) and Toby Mills-Bishop (Waterside Academy).

Congratulations to Alban Wood Primary School - winner in the Step2Skills 'Partner of the Year' category of the Step2Skills 2022 Audit Achievement Awards

Do you know somebody suitable who would be interested in becoming an Agora Learning Partnership Trustee? Please encourage them to get in touch with Carol Murphy (carol.murphy@agoralearning.co.uk) as we are recruiting to this exciting, voluntary role.



The Together Strategy details the Partnership's key drivers for Trust-wide improvement over a three-year period. The Strategy is designed to complement the individual work of the Trust schools, supporting staff and children through positive collaboration, Partnership-wide. The Strategy was launched in September 2021. This information details some of the Partnership's 'together' successes from the past few weeks, as well as some information about upcoming events.

Vision 2022-2023

Work Together, Learn Together, Succeed Together

In ancient Greece, the word 'Agora' was used to describe a public open space used for assemblies and markets; Agora, a place where people could be together.

As such, at the Agora Learning Partnership, we believe in the power of collaboration to improve the life chances of children and young people, whilst enabling them to flourish and achieve the very best outcomes in all aspects of school life and beyond. This belief underpins the vision for our organisation.

We aspire for carefully planned, Partnership-wide collaboration to be the driving force for school improvement and strive for a self-improving, self-sustaining system. We believe this, alongside our 'local decisions for local children' approach, will bring about rapid improvement in schools and will result in the children and young people we serve being offered a first class, enriched education that is fully inclusive; we will meet the needs of every child and prepare them for future life.

For such collaboration to be a success, participants must have a variety of skills, knowledge and expertise. We therefore have a responsibility to become the employer of choice, so that we can recruit and retain talented individuals who are well-suited to the uniqueness of their chosen Partnership school – uniqueness which will continue to be valued and celebrated as our Partnership grows and develops.

#workingtogether #learningtogether #succeedingtogether

Overarching Aims 2022-2023

- To develop a self-improving and self-sustaining system that results in rapid school improvement
- To utilise carefully planned, Partnership-wide collaboration to be the driving force for school improvement, resulting in children benefitting from a first class, enriched education that is fully inclusive, meeting their needs and preparing them for future life
- To improve the life chances of children and young people, enabling them to flourish and achieve the very best outcomes in all aspects of school life and beyond
- To raise standards and ensure this is reflected in each school's national reported outcomes, such as the Key Stage 2 Standard Assessment Tests
- To strive for all schools to be judged as 'outstanding' by Ofsted, ensuring all schools are judged 'good' by Ofsted as a minimum
- To be recognised as an employer of choice to maximise opportunities for the recruitment and retention of the best-quality staff
- To recognise and reward talented staff to improve recruitment and retention
- To continue to implement the 'local decisions for local children' approach in each of the Partnership schools and ensure schools maintain their individuality and identities

Examples of 'working together, learning together, succeeding together':

Together for Children

- September 2022: Curriculum enrichment - celebrating the life of the queen in decades
- 22.9.22: 'A is for Ambition' events (assemblies/guest speaker)

Together for Staff

- 8.9.22/17.10.22: Collaborative working group - SENDCos (Kellie Barton)
- 13.9.22/5.10.22: Trust senior leads' meeting
- 15.9.22: Collaborative working group - DSLs (Rebecca Daulman)
- 19.9.22: Collaborative working group: administrative/finance staff

Together for All

- September 2022: New Governance PLanner launched
- 20.9.22: Chairs' Forum
- 14.9.22/28.9.22: Governor training

Together for Schools

- Autumn 1: Training and deployment of the newly appointed Agora Associates
- Autumn 1: Peer Reviews (all schools)
- Autumn 1: School Reviews (all schools)

Celebration of Life: Queen Elizabeth II

In September 2022, across the Partnership, children and adults joined the nation in mourning the loss of Her Majesty The Queen. However, as a Trust we also wanted to celebrate the Queen's life. Staff and children throughout the Partnership worked to use their knowledge of the Queen's life along with related memories, to create artwork and celebrate each decade of the Queen's reign.

Sabina Lee (Central Team) gathered together the art work from the schools and created an incredible book, which presented the children's work about the Queen in date order. Thank you to the children for their lovely work and to Sabina for her excellent work; please follow click the [link](#) to see the results.



Partnership Value: A for Ambition



Partnership-wide values were determined in 2021-2022 and launched at the beginning of this academic year. The first value to be explored in detail was 'A is for Ambition'. In the first instance, to help the children develop an understanding of the word 'ambition', Rebecca Daulman (CEO) read all of the children across the Partnership a beautiful book about ambition – *Maybe: A Story About the Endless Potential in All of Us* (Kobi Yamada, Gabriella Barouch).

Discussions about ambition then commenced, before school visits by the inspirational speaker, Alistair Patrick-Heselton. The exciting events and activities culminated in a Partnership-wide assembly, where children were able to share their own ambitions for the future. Thank you to everyone who helped the launch of the first Partnership value; it was a huge success!

22.9.22:
'A is for
Ambition'
Assembly

Ambition Visits:
Alistair Patrick-
Heselton

20.10.22:
Partnership-
Wide Ambition
Assembly

